Multi-Dimensional Human Services Workplace Stress

[Inspired by Patricia Fisher’s “Complex Stress Model”]

- Workplace Systemic Stress
  - Workload
  - Paperwork Demands
  - Multiple Meetings
  - Discrimination/Harassment
  - Relationships with Professional Colleagues
  - Productivity Demands

- Public Perception
  - Personal Experience
  - Media Coverage

- Systemic & Regulatory Pressures
  - Statutory Responsibilities and Timelines
  - Competing Agendas/Responsibilities

- Client Interaction Related Stress
  - Moral Distress
  - Interpersonal Relations
  - Primary Trauma
  - Secondary Stress/Compassion Fatigue

- Personal Stress
  - “Workaches”
  - Emotional Labor
  - Decision/Responsibility Fatigue
  - Statutorily Defined Relationship
  - Ambivalence

- Personal History
  - “Felt Separations”

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